

WHISARD Compliance Action Report

U.S. Department of Labor

Wage and Hour Division

Case ID: **1805951** Originating District: **Atlanta GA District Office**
Local Filing Number: **2017-111-30288** Investigating District: **Atlanta GA District Office**
WHMIS Case Number: Lead Investigator: **(b) 6 & (b) 7C**
Registration Date: **11/03/2016**
Assignment Date: **11/09/2016**

Employer Information

Trade Name: **Inpax Shipping Solutions**

Legal Name: **Inpax Shipping Solutions, Inc**

Address: **2444 Forrest Park Rd SE**

EIN: **27-0463246**

County: **Fulton**

NAICS Code: **484110**

No. Of Employees: **(b) 4**

Atlanta, GA30315

Investigation Information

Period Investigated From: **08/30/2015**
To: **12/05/2016**
Investigation Type: **(b) 7(D)**
Investigation Tool: **Full Investigation**
Compliance Status: **Agree to Comply**

BNPI: ☐
Reinvestigation: ☒
Recurring Violation: ☐
Future Compliance Agreed: ☐
Involved in AG: ☐

Recommended Action:

BWFS:	<input checked="" type="checkbox"/>	RO/NO Review:	<input type="checkbox"/>
CMP:	<input checked="" type="checkbox"/>	Follow Up Investigation:	<input type="checkbox"/>
Litigation:	<input type="checkbox"/>	Other Action:	<input type="checkbox"/>
Civil Action:	<input type="checkbox"/>	Denial of Future Certificate:	<input type="checkbox"/>
Criminal Action:	<input type="checkbox"/>	BW Payment Deadline:	04/07/2017
Submit For Opinion:	<input type="checkbox"/>	Trailer forms attached:	<input type="checkbox"/>

CL

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
No Violation found for this act / Compliance (no violations found)					\$0.00	\$0.00	

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FLSA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Failure to pay proper overtime / Agree to Comply</i>	43	43	\$15,774.59	\$15,774.27	\$0.00	\$0.00	
<i>Failure to keep accurate records / Agree to Comply</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
FLSA Totals:	43	43	\$15,774.59	\$15,774.27	\$0.00	\$0.00	
Total Violations Under FLSA:	44						\$0.00

FMLA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Failure to Post FMLA Poster / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>FMLA Record Keeping / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>Employer Policy Review - Failure/Incomplete Eligibility Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	

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FMLA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Employer Policy Review - Failure/Incomplete Rights and Responsibility Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>Employer Policy Review - Failure/Incomplete Designation Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
FMLA Totals:	0	0	\$0.00	\$0.00	\$0.00	\$0.00	
Total Violations Under FMLA:		5					\$0.00

* CMPs computed do not necessarily indicate CMPs assessed.

Unduplicated Employees Found:	43	Unduplicated Employees Agreed:	42
Total Amount BWs Computed:	\$15,774.59	Total Amount BWs Agreed:	\$15,774.27
Total Amount LDs Computed:	\$0.00	Total Amount LDs Agreed:	\$0.00

Conclusions & Recommendations:

299.5HRs, Section 203(s)(1)(a) covered ER had a total of 49 violations for RK, OT and FMLA but no MW and CL violations. ER has history and CMPs were computed for this ER. ER had a total of \$15,774.27 due in BW for 43 EEs. ER agreed to comply with all violations. WHI recommends that this case be closed when proof of payment received in the Atlanta DO. This case covers just Atlanta and another file will be opened to cover compliance for all the other locations.

WHI Signature: _____ Date: **03/30/2017**

Reviewed By: _____ Date: _____